

Celebrating  
**1,000**  
Outreachy interns



# What is Outreachy?

- Outreachy provides internships in **free and open source and open science**.
- Internships for people subject to **systemic bias and impacted by underrepresentation** in the technical industry where they are living.
- Outreachy internships are:
  - Paid - \$7,000 USD total internship stipend
  - Remote - both interns and mentors work remotely
  - 3 months - internships run May to August, or December to March



# Celebrate

# 1,097 internships

December 2023 cohort



# Cameroon celebration



# Canada celebration



# Kenya celebration





# India celebration



# Nigeria celebration





# Outreachy accomplishments

- 96% internship completion rate
- 80% of alums continue to contribute to FOSS
- 44% of employed alums contribute to open source as part of their job



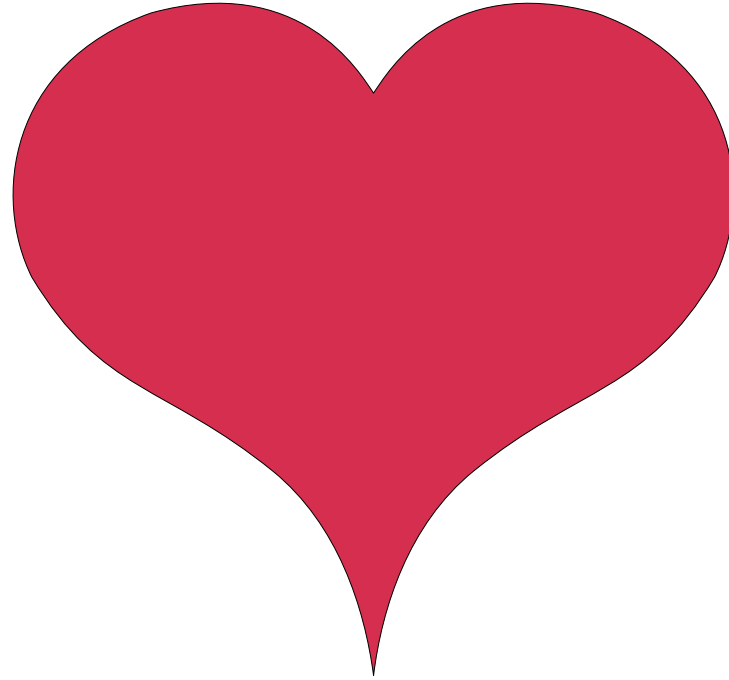
# How did Outreachy get here?



# Outreach: Early History



# Karen has a big heart





# Marina wins the "Pants" Award



OUTREACHY



# Outreachy started for women

- Low number of women in tech:
  - 25% women in USA
  - 34% in India
  - 10-28% in Europe
- 3% women in FOSS
- GNOME GSoC 2006:  
0 out of 181 applicants were women



# 2006: GNOME Women's Summer Outreach Program



**GNOME**  
Women's Summer Outreach Program

**women!**

**collaborate:  
develop::  
code:::**

learn more.  
apply.  
<http://www.gnome.org/>

sound like  
a fun way to  
spend your  
summer?

**jul-aug 2006** (applications due 1 jul 2006)

**USD \$3,000 stipend**

Open to all interested women  
with programming experience

Gain experience developing  
Linux desktop applications

Collaborate with open source  
developers



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OUTREACHY



# 2009 GUADEC

## Few women attendees





# 2010: GNOME Outreach Program for Women



Outreach Program for Women Internships

## LADIES!

HAVE A SCHOOL SUMMER BREAK  
DECEMBER 2010 – MARCH 2011?

**KICK IT UP A NOTCH!**  
Work on a cool Linux desktop!

DEC 15–MAR 15  
PROGRAM DATES

**OCT 25**  
APPLICATION DEADLINE



**\$4500**  
STIPEND (USD)

[www.GNOME.org](http://www.GNOME.org)  
LEARN MORE & APPLY!

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Use your skills in programming, graphic design, documentation,  
or marketing, working with an experienced mentor.

Work remotely from home while collaborating  
within a world-wide free software community!

Open to all interested women available for a full-time internship.

OUTREACHY



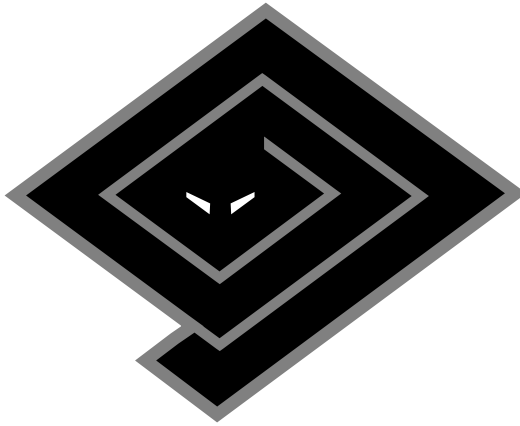
software freedom  
**conservancy**



2010:  
8 interns



# 2012: More FOSS Communities



# 2010 intern criteria

- "Anyone who identifies as a woman"





# 2013 intern criteria

- "women (cis and trans), trans men, and genderqueer people"



# 2015 intern criteria

- Anyone who faces under-representation, systemic bias, or discrimination in the tech industry of their country.



# Applicant Essays

- What country will you be living in during the internship?
- Are you part of an **underrepresented group** (in the technology industry of the country listed above)? How are you underrepresented?
- Does your learning environment have **few people who share your identity or background**? Please provide details.
- What **systemic bias or discrimination** have you faced while building your skills?
- What **systemic bias or discrimination** would you face if you applied for a job in the technology industry of your country?



# Outreach: Middle History



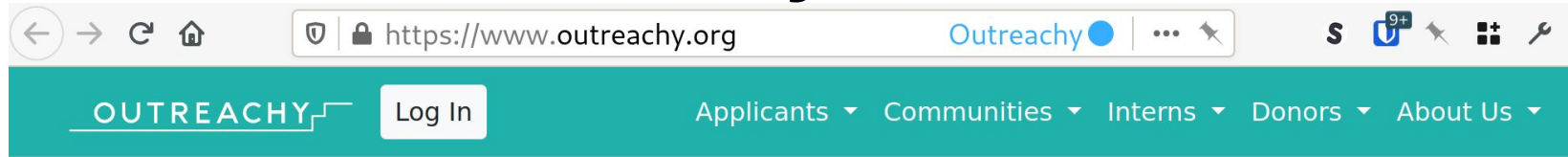
# 2016: Sage Sharp new Outreachy organizer



CC-BY 4.0 Sage Sharp



# 2017: Django-based Outreachy website



## Outreachy

Outreachy provides **internships in open source and open science**. Outreachy provides internships to people subject to systemic bias and impacted by underrepresentation in the technical industry where they are living.

Outreachy internships are:

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🕒 **3 months** - internships run May to August, or December to March





# 2018: Anna e so new Outreachy organizer



# 2018: Outreachy itself becomes a community



Photo CC BY 2.0 Women in Tech Chat

## Outreachy Applicant Doubts

The application period for the December 2018 to March 2019 internship round is now open! The Outreachy organizers have noticed that applicants often have similar doubts about applying to Outreachy internships. This blog post should (hopefully!) help dispel some of those doubts.



# 2019: Documentation

- Applicant guide
- Community guide
- Sponsorship



# Outreachy: Present day



# 2019-2023: Shift to grant funding



FORDFOUNDATION



AMATEUR RADIO DIGITAL COMMUNICATIONS

Chan  
Zuckerberg  
Initiative 



# 2020: Funding for humanitarian open source

- Citizen science
- Climate change
- Privacy for all
- Disaster mapping
- Early education





# 2021: Funding for open science

- Citizen science
- Climate change
- Scientific research -- including COVID research
- Tools and libraries for scientists



# 2022: Omotola new Outreachy organizer



# 2022:

## Connecting and promoting

- Real-time Q&A for applicants
- Office hours for interns
- Increasing awareness of Outreachy
- Social media: Mastodon, PeerTube



# Increased open source presence in Africa

- Outreachy African interns:
  - 0 interns in 2010
  - 44 African interns in December 2023 cohort



# 2023: Tilda Udufo new Outreachy Organizer



# 2023

- Dedicated mentor and coordinator support
- Office hours for mentors
- Interns are giving back: 16 alums were mentors (Dec 2023 cohort), coordinators, volunteers





# Future of Outreachy?



# Future of Outreachy?

## You



# Future of Outreachy?

## You

**BoF: 13:00 in AW 1.121**

Call for FOSS communities

February 15



# Thank you!

- Omotola Omotayo
- Outreachy celebration event organizers
- Outreachy application reviewers
- Volunteers who helped interns with networking skills and career chats
- Conservancy staff including Bradley Kuhn and Rosanne Dimesio
- Zana, GNOME board
- Outreachy Project Leadership Committee - Tony Sebro and Cindy Pallares
- Justin Colannino
- Ropes & Grey
- Red Hat
- Otter Tech
- Owen Taylor
- Jamey Sharp



# Outreachy interns per year

